

TURNER BROADCASTING SYSTEM, INC.  
ONE CNN CENTER, Box 105368, Atlanta, GA 30348-5368

ALLAN J. DENIRO  
Corporate Vice President  
Human Resources  
(404) 827-4750

**PLEASE READ**

June 4, 1993

TO: All Employees

FR: Allan J. DeNiro

RE: New Smoking Policy

Two operating changes, one now and one in 9 smoking.

New Fulton County smoking ordinances gov. prohibit smoking in open public spaces like ti and floor breakrooms. At the same time, this and previously designated areas in our cafeteria TAKE EFFECT ON MONDAY, JUNE 7, 1993.

Further, a company policy decision has also be facilities and TBS-owned and managed office where legal worldwide) as SMOKE-FREE ENVIRONMENTS by the end of the summer.

When this second policy takes effect IN 90 DAYS on SEPTEMBER 7, 1993, this will mean that smoking will be permitted only outside the building. This policy will apply to previously grandfathered employees who smoke.

**TURNER WILL ALSO CONTINUE ITS EXISTING POLICY OF NOT HIRING SMOKERS AS WE HAVE DONE SINCE 1986.**

As we have in the past, we will also continue to assist our employees with smoking cessation classes at the company's expense.

MORE INFORMATION WILL BE FORTHCOMING VERY SOON. AGAIN, THE NEW FULTON COUNTY ORDINANCES (ATLANTA ONLY) WILL TAKE EFFECT ON JUNE 7, 1993; THE NEW TURNER POLICY WILL TAKE EFFECT ON SEPTEMBER 7, 1993. ANY QUESTIONS MAY BE DIRECTED TO MY ATTENTION OR TO YOUR HUMAN RESOURCES REPRESENTATIVE.

CC: Executive Committee

TBS • ATLANTA BRAVES • HANNA-BARBERA • CNN • ATLANTA HAWKS • HEADLINE NEWS • TNT

TOTAL P.003



MURRAY H. BRING

Steve.

Attached is the Turner smoking policy. Please note the circled paragraph. Don't forget, NY, and DC (where Turner has offices) have anti-discrimination laws. If so, should we do something to protect this violation of law?

Murray

2041190252

2041190252.A

2041190252